

The Parties, by their duly authorized officers and representatives, agree accordingly this 5th day of August, 2007.

International Union, IUE-CWA
and its Local Unions

Delphi Corporation

General Motors Corporation

<u>[Signature]</u>	<u>[Signature]</u>	<u>[Signature]</u>
<u>Willie Thorne</u>	<u>[Signature]</u>	<u>Antonia M. Cahill</u>
<u>[Signature]</u>	<u>[Signature]</u>	
<u>Mickey Forman</u>	<u>John L. DeMarco</u>	
<u>Stephen E. Trest</u>	<u>M. Beth Sapp</u>	
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<u>Virginia L. Bailey</u>		
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International Union, IUE-CWA
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Delphi Corporation

General Motors Corporation

Daniel Weil

Greg R...

Mr. E...

Todd Helbert

Wally G...

Terry Grooms

...

Ken Derrington

Philip A. Wood

Michael O'Donnell

L. J. Hatter

Attachment E IUE-CWA Agreement Check-Off List

Agreement Clause	Continues Unchanged	No Continuing Application	Changed by MOU	Needs to Be Addressed	Comments (based on current state of discussions)
Introduction					
Preface	X				
Agreement [Introductory statement]	X				
Purpose - Para. (1)	X				
Administration of the Agreement - Review Procedures - Para. (1a)	X				
Recognition - Para. (2) - (3a)	X				
Union Security and Check-Off of Union Membership Dues - Para (4) - (4s)	X				
Recognition of Rights regarding orderly Collective Bargaining - Para. (5) - (6)	X				
Management Rights - Para. (7)	X				
Representation - Para (8) - (26)	X				
District Committeepersons - Para. (9)	X				
Shop Committees - Districting of Plant - Para. (10) - (13)	X				
Shop Committee Meetings - Para. (14)	X				
Employment and Job Status of Committeepersons - Para. (15) - (26)	X				
Grievance Procedure - Para. (27) - (27b)	X				
Appeal - Para. (28) - (28c) (2)	X				
Umpire - Para. (28d) - (28q)	X				Need to update names on list; principles still apply
Seniority, Acquiring of - Para. (29) - (30a)	X				
Seniority, Lists - Para. (31) - (31d)	X				
Transfers - Para. (32) - (33b)	X				
Loss of Seniority - Para. (34) - (34d)	X				
Layoff and Rehiring Procedure - Para. (35) - (37)	X				
Equalization of Overtime - Para. (38) - General Seniority Provision	X				
Employment, Injury or Occupational Disease Cases - Para. (39) (a) - (39c)	X				Consider extending Para. (38)(b) to all veterans
Employees Exempted from Seniority - Para. (40)	X				
Change of address notification - Para. (41)	X				
Approval of Local Seniority Agreements - Para. (42)	X				
Shift Preference Agreements - Para (42a)	X				
Notice Prior to Layoff - Para. (42b)	X				
Disciplinary Actions - Para. (43) - (44)	X				
Setting of Standards - Para. (45) - (46f)	X				
Call-in Pay - Para. (47)	X				
Working Hours - Standard Work Week - Para. (48) - (50)	X				Note: Some locations have Item 15 waiver
Working Hours, Straight Time - Para. (51) (a) - (51) (c)	X				Note: Some locations have Item 15 waiver
Working Hours - Time and One-Half - Para. - (52) (a) - (52) (c)	X				Note: Some locations have Item 15 waiver
Working Hours - Double Time - Para. (53)	X				Note: Some locations have Item 15 waiver
Exceptions to Overtime Payment - Para. - (54)	X				Note: Some locations have Item 15 waiver
Change in Shift Hours - Para. (55)	X				
Night Shift Premiums - Para. (56)	X				Note: Some locations have Item 15 waiver
Special Three-Shift Operations - Para. (56a)	X				
Union Bulletin Boards - Para. (57) - (58a)	X				
Establishment of New Plants - Para. (59)	X				
Transfer of Major Operations Between Plants - Para. (60)	X				
Relocation Allowance - Para. (60a) (a) - (60a) (c)	X				Union cites \$67,000 relocation allowance in UAW MOU
Wages - Para. (61)	X				Delete reference to Indep. Week; changes proposed in MOU
Wages - Para. (61a) - Rate Progression Upon Rehire	X		X		Potential change under MOU
Wages - Para. (61b) - (64)	X				New line item - Union needs to review
Wages, General Increases - Para. (65a)	X				Current Para. outdated; says nothing about what happens after 2006
Skilled Trades, Tool Allowance - Para. (65b) (1)	X		X	X	One time adjustment in 2003; part of ongoing base wages
Performance Bonus Payments - Para. (65b)(2) - (65b)(4)	X	X			Current Para. outdated; says nothing about what happens after 2006

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Add Base Rate to Wages - Para. (65)(c)		X	X		No ongoing COLA under MOU
Cost-of-Living Allowance - Para. (65d) - (65f)		X	X		No ongoing COLA under MOU
Skilled Trades Apprentices - Para (66) - (73)	X				
Skilled Trades Upgrading - Para. (74) - (81)	X				
Skilled Trades - Trainee Procedure (Upgrader) - Para. (75) - (82)	X				
Skilled Trades, Merit Increases, Information for Journey person - Para. (83)	X				
Skilled Trades - "Journey person" Definition - Para. (84)	X				
Skilled Trades - Lines of Demarcation - Para. (85a) - (85d)	X				
Skilled Trades - Subcontracting - Para. (86a) - (86e)	X				
Leaves of Absence - Para. (87) - (96b)	X				
Strikes, Stoppages and Lockouts - Para. (97) - (100)	X				
Vacation Entitlement - Para. - (101) - (101d)	X				
Vacation Entitlement - Qualifying Weeks - Para. (101e)	X				Drop reference to Independence Week
Vacation Entitlement - Para. - (101f) - (101f) (2)	X				
Vacation Entitlement, Hours - Para. - (101g)	X		X		Vacation Entitlement limited to 160 hours
Vacation Entitlement, Eligibility Requirements - Para. - (101h) - (101i)	X				
Independence Week Shutdown - Para. (101u)		X	X		Independence Week eliminated
Plant Vacation Shutdown Week - Para. - (101u) (1)			X	X	Drop reference to Indep. Week; need to redefine timing of Vac. week
Notification of Operations Scheduled to Run - Para. (101u) (2)		X			Independence Week eliminated
Indep. Week Pay & Additional Time Off - Para. (101u) (3) - (101u) (6)		X			Independence Week eliminated; No ATO days
Vacation Time Off Procedure - Para. - (101u)(7) - (101w)	X				
Advance Vacation Pay Requirements - Para. (101x)(1) - Para (101x)(3)(e)	X				
Holiday Pay - Para. (102) - (102i)			X	X	Need to update holidays & other date references through 10/12/11
General Provisions, Jury Duty Pay - Para. (103)	X				
General Provisions, Bereavement Pay - Para. (103a)	X				
General Provisions, Short Term Active Duty Pay - Para. (103b)	X				
Approval of Local Agr. & Supremacy of Nat'l Agreement - Para (104)	X				
Report of Physical Examination - Para. (105)	X				
Termination of Local Agreement - Para. (106)	X				
Duration of Agreement and Notification Procedures - Para. (107)			X	X	Update dates & duration
Modification and/or Termination Clause - Para. (108)			X	X	Update dates & duration
Benefit Plans - Para. (109)			X	X	Delete references to GIS & Legal Services Plan
Waiver - Para. (110)	X				
Partial Invalidity of Agreement and Separability - Para. (111)	X				
Separability in the Event of Partial Invalidity of Agreement - Para. (112)	X				
National Agreement Appendices					
Appendix A - Maintenance Sub-Contracting	X				
Appendix B- Sub-Contracting Work	X				
Appendix B-1 Sub-Contracting - Special Procedure	X				
Appendix C - Selection of Upgraders	X				
Appendix D - Job Opportunity Bank - Security (JOBS) Program		X	X		JOBS Program eliminated by MOU
Appendix D -MOU - Job Opportunity Bank - Security (JOBS) Program		X	X		JOBS Program eliminated by MOU
Appendix D - Attachment A:JOBS: Special Program		X	X		JOBS Program eliminated by MOU
Appendix D - Attachment B: JOBS: Operational Effectiveness		X	X		JOBS Program eliminated by MOU
Appendix E -MOU - Employee Placement			X		Local variances on employment of temporary employees
Appendix F - Sourcing	X				Update variable cost criteria after negotiations; rest continues to apply
Appendix G - Computing Credit Toward Acquiring Seniority	X				
Appendix G - Interpretation of Par. 4 - 4c and Par. 29	X				
National Agreement Documents					

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Intro.Statement - Interpretations, Statements, Letters, & MOU on H & S	X				
Doc. 1- Overtime Interpretation - Short Shift Case	X				
Doc. 2- MOU Health and Safety			X		No joint funds; Joint administration at local level
Doc. 3 - Health and Safety Attachment A (Subjects)			X		No joint funds; Joint administration at local level
Doc. 4 - JOBS Program - Volume Related Layoffs - SEL		X	X		JOBS Bank eliminated by MOU
Doc. 5 - Supplier Corporate Citizenship	X				
Doc. 6 - Growth and Opportunity Committee	X				
Doc. 7- Sale of Business	X				
Doc. 8 - Bereavement - Vacation with Pay	X				
Doc. 9 - Competitive Agreement and Capital Investment Plan Overviews		X			Completed
Doc. 10 - Financial Secretaries - Dues Check-off	X				
Doc. 11- COLA Calculation		X	X		COLA discontinued
Doc. 12 - Notice to Laid Off Employees of Anticipated Recall	X				
Doc. 13 - Compliance with FMLA	X				
Doc. 14 - Relocation Allowance - Single Parents	X				
Doc. 15 - Delphi Equal Opportunity Employment Policy	X				
Doc. 16 - Equal Application Comm. - Nat'l and Local (Human Resources)	X				
Doc. 17 - Delphi Policy Re: Employment of Individuals with Disabilities	X				
Doc. 18 - Delphi Policy Re: Employment of Disabled Vets and Vietnam Vets	X				
Doc. 19 - Review Personnel Records	X				
Doc. 20 & Attachments A-C - Quality Network			X		No joint funds; Joint administration at local level
Doc. 21- Tuition Assistance Plan		X			No funding or participation after effective date of MOU
Doc. 22 - Orientation Program			X		No joint funds; Joint administration at local level
Doc. 23 - MOU - Employee Assistance Program			X		No joint funds; Joint administration at local level
Doc. 24 - EAP - Use of Time by Union EAP Representative	X				
Doc. 25 - Legal Services Funding		X			No funding or participation after effective date of MOU
Doc. 26 - Expeditious Grievance Handling - Delphi to IUE-CWA	X				
Doc. 27 - Expeditious Grievance Handling - IUE-CWA to Delphi	X				
Doc. 28 - Holiday Pay and Disciplinary Layoffs	X				
Doc. 29 - Delphi Policy Re: Sexual Harassment	X				
Doc. 30 - Sub-Contracting - Implementation Paragraph (86)(d)	X				
Doc. 31 - Subcontracting - Tool & Die	X				
Doc. 32 - Pre-Apprentice Training Minority Groups	X				
Doc.33 - Pre and Post Retirement Counseling		X			No funding or participation after effective date of MOU
Doc. 34 - Apprentice Testing and the Local Apprentice Committee	X				
Doc. 35 - Date of Entry Status - Apprentices and Upgraders	X				
Doc. 36 - Related Training Bonus	X				
Doc. 37 - Special Skilled Trades Representative	X				
Doc. 38 - Conversion to Metric System	X				
Doc.39 - Union Work Centers	X				
Doc. 40 - Center for Benefit Plans and Health and Safety Representatives	X				
Doc. 41 - Facilities for Union Members of Local Apprentice Committee	X				
Doc. 42 - Space and Furnishings Provided for Union Benefit Plan Reps.	X				
Doc. 43 - Local Union Presidents	X				
Doc. 44 - Advance Discussions - Change of Shift Hours and Lunch Periods	X				
Doc. 45 - Drug Screening Program	X				
Doc. 46 - Christmas Holiday Period	X				
Doc. 47- Overtime Policies	X				
Doc. 48 - Benefit Representatives Concerns	X				
Doc. 49 - Administration of Paragraph 101	X				
Doc. 50 - Statement of Technological Progress	X				

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Doc. 51 - POW/MIA Flags	X				
Doc. 52 - Contractual Agreements - EDS	X				
Doc. 53 - Voluntary Political Contributions	X				
Doc. 54 - New Work Opportunities	X				
Doc. 55 - Joint Activities Center		X	X		No funding or participation after effective date of MOU
Doc. 56 - Child Care/Elder Care Services Referral Program		X	X		No funding or participation after effective date of MOU
Doc. 57 - Retiree Individual Upward Education Plan		X	X		No funding or participation after effective date of MOU
Doc. 58 - Sick Leave Termination	X				
Doc. 59 - HRD Coordinator			X		No joint funds; Joint administration at local level
Doc. 60 - Human Resource Development Training			X		No joint funds; Joint administration at local level
Doc. 61 - Personal Privacy	X				
Doc. 62 - IUE-CWA - Delphi Scholarship Program for Dependent Children		X			No funding or participation after effective date of MOU
Doc. 63 - Plant Closing and Sale Moratorium			X		Document 63 waived to extent necessary to implement site plans
Doc. 64 - Temporary Openings - Paragraph (34) (e)				X	No Local Jobs Committee
Doc. 65 - Jobs - Pre-Retirement Leave Program		X			No JOBS program under MOU
Doc. 66 - Working on a Holiday/Vacation Entitlement Conversion Option	X				
Doc. 67 - Up Front Lump Sum Payment		X			2003 one time payment
Doc. 68 - Modification To Paragraph (30a) - Seniority Slippage (Supervisor)	X				
Doc. 69 - Alternate District Committeeperson Functioning	X				
Doc. 70 - Federal Income Tax Withholding	X				
Doc. 71 - Holiday Pay - Vacations Occurring During an Approved Vacation	X				
Doc. 72 - Administration of Paragraph (84)	X				
Doc. 73 - Joint Activities MOU		X	X		No joint funds; Joint administration at local level
Doc. 74 - Human Resource Development - MOU		X	X		No joint funds; Joint administration at local level
Doc. 75 - Apprentices and Upgraders - Layoffs	X				
Doc. 76 - Subcontracting Communications	X				
Doc. 77 - Warranties	X				
Doc. 78 - Personal Problems - Early Identification - EAP	X				
Doc. 79 - Work Assignments - Skilled Trades	X				
Doc. 80 - Job Security - Apprentice Training and Jryn Development			X		No commitment to specific number of apprentices
Doc. 81 - Grievance Procedure (Implementation)	X				
Doc. 82 - Coordination of Sourcing Evaluation	X				
Doc. 83 - Diversity Training	X				
Doc. 84 - Sourcing (150 day notice)	X				
Doc. 85 - DMS Relationship to IUE-CWA-Delphi Quality Network	X				No joint funds; Joint administration at local level
Doc. 86 - Electronic Transfer - Membership Dues	X				
Contract Settlement Agreement Terms					
Para. 1 - New National Agreement					
Para. 2 - Unchanged Paragraphs			X		Additional changes from 2007 MOU
Para. 3 - Amendments, Additions, Substitutions and Deletions			X		Additional paragraphs changed by 2007 MOU
Para. 4 - Union Bulletin Boards & Publication Racks	X		X		Additional paragraphs changed by 2007 MOU
Para. 5 - Indemnity Agreement	X				
Para. 6 - Grievances Under Old Agreement	X				
Para. 7 - Local Agreements					
Para. 8 - Hiring Rates			X		Need new date
Para. 9 - Related Supplemental Agreements			X		Hiring rates and progression changed by MOU
Para. 10 - This number not being used in the 2003 NA			X		SUB eligibility modified, GIS eliminated, DB Pension frozen, OPEB terminated
Para. 11 - Computing Seniority-Jury Duty	X				
Para. 12 - Local Issues Strikes	X				No waiver for 2007 Local Negotiations

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Agreement Clause	Continues Unchanged	No Continuing Application	Changed by MOU	Needs to Be Addressed	Comments (based on current state of discussions)
Para. 13 - Health Care Benefits	X	X			Funding expires
Para. 14 - This number not being used in the 2003 NA					
Para. 15 - National Agreement Changes and/or Waivers	X				
Para. 16 - Funding - Joint Skill Development and Training		X	X		No funding after effective date of MOU
Para. 17 - Ratification & Effective Date			X		New dates
Counterpart Signatures				X	Replace with current names
Supplemental Agreements Attached as Exhibits					
Supplemental Agreement - Pension Plan (Exhibit A)			X		DB Plan frozen
Supplemental Agreement - Life & Disability Benefits Program (Exhibit B)			X		Coverage per 2007 MOU
Supplemental Agreement - Health Care Program (Exhibit C)			X		Coverage per 2007 MOU
Supplemental Agreement - SUB Plan (Exhibit D)			X		Coverage per 2007 MOU
Supplemental Agreement - GIS (Exhibit E)		X			GIS Plan eliminated
Supplemental Agreement - Profit Sharing Plan (Exhibit F)	X				
Supplemental Agreement - Personal Savings Plan (Exhibit G)			X		Coverage per 2007 MOU
Supplemental Agreement - Legal Services Plan (Exhibit I)		X			Legal Services Plan eliminated
Other Miscellaneous Letters & Memoranda					
12/1/98 MOU Regarding Pension and Other Matters Concerning Employment of GM Employees with Delphi Automotive Systems			X		
1/4/05 MOU IUE-CWA Conference Board - Joint Programs, concerning payment of wages & benefits for five (5) IUE-CWA staff members from Joint Funds		X	X		
11/15/03 Unpublished Excerpt from the Minutes concerning development of a viable business represented by IUE-CWA Local 1111		X	X		
Unpublished Letters & Documents					
2003 National Agreement					
Letter - Neutrality	X				
Letter - Employee Rights Regarding Union Representation	X				
Letter - Document 80- Skilled T Placement Credits		X	X		No ongoing commitment to specific number of apprentices
Letter - Reviewing the Living Agreement at Gadsden Operations		X			Complete
Letter - Skilled Trades / Indirect Labor Audits	X				
Letter - Flying of the IUE-CWA Flag At Delphi Facilities	X				
Letter - New Vehicle Purchase Program	X				GM will continue eligibility, including Gadsden & Kettering
Letter - Undercover Agents	X				
Letter - Special Active Duty - Armed Service	X				
Excerpt - Exiting Batteries at Anaheim & offering attrition programs		X			Complete
Excerpt - Plant-wide Smoking Policy	X				
Excerpt - Removal of Joint Program Representatives	X				
Excerpt - Developing Employee Impact in Appendix F Business Cases					
Excerpt - Develop a process to record Appendix F Notices			X		No joint funding
Excerpt - Provide Jointly Developed Training on Appendix F Language		X			Complete
Excerpt - Develop Appendix F training module		X			Complete
Excerpt - Corporation and Union name and address changes			X	X	Need to update names & addresses
Excerpt - Hourly-Rate Employees Pension Plan & Cost of Health Care	X				
Excerpt - Kennedy-Miller Bill regarding Union representation		X			
Excerpt - Employment Placement Opportunities at Delphi UAW Facilities	X				
Excerpt - Car Vouchers for Retirees	X				
Excerpt - Absenteeism	X				
Excerpt - Full Disclosure in Grievance Procedure	X				
Excerpt - Expansion of Membership Information Reports	X				

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Excerpt - Corrective Action Timeline	X				
Excerpt - Internet Access			X		AOL- subsidy eliminated; other non-subsidized programs continue
Excerpt - United Way Fund Drive	X				
Excerpt - Short-term Representation Needs	X				
Excerpt - Competitive Hire Employees COLA		X	X		COLA eliminated
Excerpt - Credited Service Corrections due to Change in Status	X				Understanding continues; no new audit
Excerpt - Acquiring Seniority on Bereavement	X				
Excerpt - Lump-sum Payment		X			
Excerpt - EAP Expanding Role to Child & Elder Care		X	X		No funding or participation in child/elder care under MOU
Excerpt - Retiree IUEP		X	X		No funding or participation after effective date of MOU
Excerpt - Health and Safety Issues	X				
Excerpt - Health and Safety Certification - POSH			X		No joint funds; joint administration at local level
Excerpt - Special Safety Awareness Training			X		No joint funds; joint administration at local level
Excerpt - Advanced Certification for Quality Professionals			X		Funding eliminated
Excerpt - QN Representatives Access to Computer			X		No joint funds; joint administration at local level
Excerpt - Quality Network Planned Maintenance Process			X		No joint funds; joint administration at local level
Excerpt - Quality Network Planned Maintenance Predictive Technology			X		No joint funds; joint administration at local level
Excerpt - EAP Quality Network Action Strategies Update			X		No joint funds; joint administration at local level
Excerpt - Quality Network Internal Communication			X		No joint funds; joint administration at local level
Excerpt - Quality Network Suggestion Plan			X		No joint funds; joint administration at local level
Excerpt - Quality Network Product Quality Resolution Process			X		No joint funds; joint administration at local level
Excerpt - Quality Network Training Materials with IUE-CWA Name			X		No joint funds; joint administration at local level
Excerpt - Quality Network Suggestion Plan Administration Letter			X		No joint funds; joint administration at local level
Excerpt - MAXIMO Implementation			X		No joint funds; joint administration at local level
Excerpt - Non-Skilled District Person Represents Skilled Trades Issues	X				
Excerpt - Apprenticeship Program	X				
Excerpt - Statement of Technological Progress, Doc. 50.	X				
Excerpt - Joint Training Fund to Support Apprentice Training			X		No joint funds; joint administration at local level
Excerpt - Repair Work on Leased /Rented Equipment	X				
Excerpt - Subtracing due to Dimensional Tolerances	X				
Excerpt - Subtracing Tool Room Work	X				
Excerpt - Planned / Predictive Maintenance Training Guide	X				
Excerpt - Apprentice Tool Box	X				
Excerpt - Apprenticeship Testing	X				
Excerpt - Apprenticeship Program Allowances	X				
Excerpt - Skilled Trades License	X				
Excerpt - Statement of Technological Progress, Software Changes	X				
Excerpt - Apprentice Work Assignments	X				
Excerpt - Skilled Trades Supervision	X				
Excerpt - Skilled Trades Warranty Issues	X				
Excerpt - Skilled Trades Working "High Risk Jobs"	X				
Excerpt - Skilled Trades Retraining Allowance	X				
Excerpt - Non-apprenticeable Classifications	X				
Excerpt - Apprentice Additional \$200 Allowance	X				
Excerpt - Retrained Journeypersons Toolbox	X				
Excerpt - Upgraders Tool Allowance	X				
Excerpt - Apprentice Committee Demographic Studies	X				
Excerpt - Apprentice Payment of Allowance	X				
Excerpt - Apprentice Wage Rate Schedule			X		Need to update in conformance with 2007 MOU
Unpublished Letters & Documents					

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Agreement Clause	Continues Unchanged	No Continuing Application	Changed by MOU	Needs to Be Addressed	Comments (based on current state of discussions)
1999 National Agreement					
Letter - Undercover Agents		X			Superseded by 2003 letter
Letter - Transfer Provisions - Joint Program Representatives	X				
Letter - Collection of Union Dues	X				
Letter - Flying of IUE Flag at Delphi Automotive Systems Facilities	X				
Letter - Employee Selection Process		X			
Letter - IUEP Allowance for Labor Studies Courses		X	X		No funding or participation after effective date of MOU
Letter - Work Week Credit for Wage Progression - Plant Shutdown	X				
Letter - National Agreement Expiration		X			
Letter - Neutrality		X			Superseded by 2003 Letter
Letter - Employee Rights Regarding Union Representation	X				
Letter - New Vehicle Purchase Program		X			Superseded by 2003 Letter
Letter - Product Quality Concerns	X				
Letter - Shift Premium for Training	X				
Letter - Supplier Sourcing Decisions		X			Applied to sourcing decisions made while Delphi was part of GM
Letter - Suspending Employees	X				
Letter - Payroll During Christmas Holiday	X				
Letter - Wage Progression for Employees Returning to Non-skilled Jobs	X				
Statement Standard Apprentice Plan	X				
Excerpt - Apprentice Tool Allowance	X				
Excerpt - GM's Ambassador Program		X			Program discontinued in 2003
Excerpt - Non-Skilled District Person Represents Skilled Trades Issues	X				
Excerpt - Apprenticeship Program	X				
Excerpt - Quality Council Common Measurements	X				
Excerpt - Contractor Safety	X				
Excerpt - Costing Criteria for Sourcing Decisions	X				Superseded by 2003 Excerpt
Excerpt - Apprentice Committee Demographic Studies		X			Eligibility expired in 2003
Excerpt - Employee Discounts on SPO Aftermarket Products		X			Superseded by 2003 Excerpt
Excerpt - Upgraders Tool Allowance		X			No joint funds; Joint administration at local level
Excerpt - Delphi Manufacturing Ergonomics Guidelines	X				
Excerpt - Emergency Evacuation Plan	X				
Excerpt - Pedestrian Aisles	X				
Excerpt - Maintenance on Safety Related Equipment	X				
Excerpt - Emergency Medical Response Teams	X				
Excerpt - Quality Network Internal Communication			X		No joint funds; Joint administration at local level
Excerpt - Jobs Security Program		X	X		JOBS Program eliminated
Excerpt - Skilled Trades License		X			Superseded by 2003 Excerpt
Excerpt - Health and Safety Suggestion Awards	X				
Excerpt - Apprentice Tool Allowance		X			Superseded by 2003 Excerpt
Excerpt - Notification of Potential Sourcing	X				
Excerpt - Planned / Predictive Maintenance Training Guide	X				
Excerpt - Kettering Visit to Review Issues		X			
Excerpt - Repair Work on Leased /Rented Equipment	X				
Excerpt - Statement of Technological Progress, Software Changes	X				
Excerpt - Skilled Trades Retraining Allowance					
Excerpt - Training Fund		X			Superseded by 2003 Excerpt
Excerpt - Payroll Tax Option Re: Scholarship or Voucher Payments		X	X		No joint funds after effective date of MOU
Excerpt - IUE-Delphi Dependent Scholarship Program		X	X		No funding or participation after effective date of MOU
Excerpt - Upgraders Program	X				
Excerpt - Wage Progression - Employee Transferred to Apprenticeship	X				
Excerpt - Skilled Trades Warranty Issues		X			Superseded by 2003 Excerpt

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Excerpt - Overpayment	X				
Excerpt - Fitness / Wellness Center		X	X		No funding or participation after effective date of MOU
Excerpt - Corporation and Union Name and Address Changes		X			Superseded by 2003 excerpt; need to update for 2007
Excerpt - Joint Training Fund for Conference Board Expenses		X	X		No joint funds after effective date of MOU
Apprentice Wage Rates - Standard Apprentice Plan Manual Page 5		X			Superseded by 2003 Excerpt; needs further 2007 update
Excerpt - Refusal of Hazardous Work	X				
Excerpt - Apprentice Additional \$200 Allowance		X			Superseded by 2003 Excerpt
Excerpt - Competitive Hiring Plans		X			Handled as part of negotiations for 2007 MOU
Unpublished Letters & Documents					
1996 National Agreement					
Statement - Child Care and Elder Care Referral Services		X	X		No funding or participation after effective date of MOU
Statement - Fitness Center Operation		X	X		No funding or participation after effective date of MOU
Statement - Conference Board Address Change		X			Only applicable to 1996 agreement
Statement - Joint Activities Center Services		X	X		No joint funds; Joint administration at local level
Excerpt - Basic Safety Training Guide	X				
Letter - Employees With Automatic SEL Protection		X			JOBS Program eliminated
Letter - Movement of Protected Employees		X			JOBS Program eliminated
Letter - Baseline Secured Employment Level Adjustments		X			JOBS Program eliminated
Excerpt - Future Sale of Business		X			Superseded by Document 7
Excerpt - Hiring Journeypersons	X				
Excerpt - Subcontracting	X				
Letter - General Motors New Vehicle Purchase Program		X			Superseded by 2003 Letter
Excerpt - Joint Funds for Skilled Trades / Apprentice Training		X			Superseded by 2003 Excerpt
Excerpt - Planned/Predictive Maintenance Training Guide		X			Superseded by 2003 Excerpt
Excerpt - Skilled Trades License	X				
Excerpt - Skilled Trades Subcontracting Planning Teams	X				
Excerpt - Upgraders and Apprentice Committee	X				
Excerpt - Outside Contracting Checklist	X				
Excerpt - Quality Network Visits		X			Complete
Letter - IUEP Allowance for Labor Studies Courses		X	X		No funding or participation after effective date of MOU
Statement - Funding for Joint Skill Development and Training		X	X		No joint funds after effective date of MOU
Statement - Joint Training Fund for Conference Board Expenses		X	X		No joint funds after effective date of MOU
Excerpt - Job Security		X	X		JOBS Program eliminated
Letter - Movement of Protected Employees Within A SEL Group		X	X		JOBS Program & SEL's eliminated
Apprentice Wage Rates - Standard Apprentices Plan Manual Page 5		X			Superseded by 2003 Language; needs to be updated for 2007
Excerpt - Job Security, Kettering included in baseline and unit SEL		X	X		JOBS Program & SEL's eliminated
Local Agreements					
The agreements between Delphi Automotive Holdings Group – Anaheim (Ontario), California and IUE-CWA Local 1111		X			Plant closed
The agreements between Delphi Automotive Holdings Group – Kettering, Ohio and IUE-CWA Local 755	X				Except as required to conform to terms of MOU and excluding any agreements on list of agreements to be eliminated (below)
The agreements between Delphi Automotive Holdings Group – Moraine, Ohio and IUE-CWA Local 801			X		Except as required to conform to terms of MOU and excluding any agreements on list of agreements to be eliminated (below)
The agreements between Delphi Automotive Holdings Group – New Brunswick, New Jersey and IUE-CWA Local 416		X			Plant closed
The agreements between Delphi Packard Electric – Brookhaven, Mississippi and IUE-CWA Local 718	X				Except as required to conform to terms of MOU and excluding any agreements on list of agreements to be eliminated (below)
The agreements between Delphi Packard Electric – Clinton, Mississippi and IUE-CWA Local 698	X				agreements on list of agreements to be eliminated (below)

Attachment E IUE-CWA Agreement Check-Off List

Agreement Clause	Continues Unchanged	No Continuing Application	Changed by MOU	Needs to Be Addressed	Comments (based on current state of discussions)
The agreements between Delphi Packard Electric – Warren, Ohio and IUE-CWA Local 717	X				Except as required to conform to terms of MOU and excluding any agreements on list of agreements to be eliminated (below)
The agreements between Delphi Packard Electric – Gadsden, Alabama and IUE-CWA Local 711	X				Except as required to conform to terms of MOU and excluding any agreements on list of agreements to be eliminated (below)
NON-EXCLUSIVE LIST OF AGREEMENTS TO BE ELIMINATED					
Lifeline Job and Income Security Agreement -Clinton - 6/13/85		X	X		
Addendum to Lifeline Job & Income Security & Hiring Plan-9/28/99 Clinton		X	X		
Living Agreement Memorandum - Clinton Local Agr. - 7/4/94		X	X		
Lifeline Job and Income Security Agreement-Brookhaven-10/31/85		X	X		
Addendum to Lifeline Job & Inc. Sec. Agrmt. & Local Agr. (CHP) - Brookhaven - 10/4/94		X	X		
Perpetual Concept Agreement Language - Brookhaven Local Agr. 10/10/94		X	X		
Lifeline Job and Income Security Agreement - Warren - 11/20/84		X	X		
Addendum to 1984 Local Lifeline Job & Income Security- Warren - 11/12/87		X	X		
MOU "Addendum to 1984 & 1987 Job & Income Security-Warren-5/26/97		X	X		
MOU amending "Addendum to 1984 & 1987 Local JIS-Warren-11/25/03		X	X		
Letter dated Nov. 2003 related to 2nd week of July Shutdown- Warren		X	X		
Letter dated 7/15/96 re:Minimum Employment Level 1500- AHG Moraine		X	X		
MOU dated 9/28/02 re: Project Vortex employment targets- Kettering		X	X		
Skilled Trades MOU dated 9/28/02 - AHG Kettering & Local 755		X	X		
MOU- Scheduled Hour Bonus Program - 9/27/02 - Kettering & Local 755		X	X		
Letter dated 9/27/02 concerning redistricting at AHG Kettering Plant		X	X		
Letter dated 9/27/02 concerning application of Para. (20)-NA Kettering Plant		X	X		
Unpublished MOU dated 12/15/04 regarding Metrology Lab - AHG Kettering		X	X		
MOU-4/14/04 concerning overtime for Outside Truckers - Kettering		X	X		
MOU - 1/28/02 - "Outside Trucking Classification (200 Class) Kettering		X	X		
Unpublished MOU- 6/15/04 re: committeeman pay-Conf.Bd - AHG Kettering		X	X		
MOU - 6/15/04 regarding "Local Union Appointments" - Kettering		X	X		
MOU - 6/15/04 regarding "Local Districting Agreement" - Kettering		X	X		
Unpublished MOU - "Addendum to 1/28/02 Representation MOU- Kettering		X	X		
Undated MOU re:overtime for Ergonomics Reps at Kettering		X	X		
MOU - 1/8/03 re: clarification of Skilled Trades items in dispute - Kettering		X	X		
Letter 2/23/04-re: Employment Status & New Work Opportunities - Moraine		X	X		
MOU -2/1/85-Security and Competitive Opportunity for Employees-Moraine		X	X		
"Ghost Offer" provisions for Committeepersons - Warren		X	X		

Hearing Date And Time: August 16, 2007 at 10:00 a.m.
Objection Deadline: August 13, 2007 at 4:00 p.m.

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UNITED STATES BANKRUPTCY COURT
SOUTHERN DISTRICT OF NEW YORK

-----	x	
	:	
In re	:	Chapter 11
	:	
DELPHI CORPORATION, <u>et al.</u> ,	:	Case No. 05-44481 (RDD)
	:	
Debtors. :	:	(Jointly Administered)
-----	x	

NOTICE OF EXPEDITED MOTION FOR ORDER UNDER 11 U.S.C. §§ 363, 1113, AND 1114
AND FED. R. BANKR. P. 6004 AND 9019 APPROVING MEMORANDUM OF UNDERSTANDING
AMONG IUE-CWA, DELPHI, AND GENERAL MOTORS CORPORATION
INCLUDING MODIFICATION OF IUE-CWA COLLECTIVE BARGAINING AGREEMENTS
AND RETIREE WELFARE BENEFITS FOR CERTAIN IUE-CWA-REPRESENTED RETIREES

PLEASE TAKE NOTICE that on August 6, 2007, Delphi Corporation ("Delphi") and certain of its subsidiaries and affiliates, debtors and debtors-in-possession in the above-captioned cases (collectively, the "Debtors"), filed an Expedited Motion For Order Under 11 U.S.C. §§ 363, 1113, And 1114 And Fed. R. Bankr. P. 6004 And 9019 Approving Memorandum Of Understanding Among IUE-CWA, Delphi, And General Motors Corporation Including Modification Of IUE-CWA Collective Bargaining Agreements And Retiree Welfare Benefits For Certain IUE-CWA-Represented Retirees (the "Motion").

PLEASE TAKE FURTHER NOTICE that a hearing to consider approval of the Motion will be held on August 16, 2007 at 10:00 a.m. (prevailing Eastern time) (the "Hearing") before the Honorable Robert D. Drain, United States Bankruptcy Court for the Southern District of New York, One Bowling Green, Room 610, New York, New York 10004.

PLEASE TAKE FURTHER NOTICE that objections, if any, to the Motion must (a) be in writing, (b) conform to the Federal Rules of Bankruptcy Procedure, the Local Bankruptcy Rules for the Southern District of New York, and the Supplemental Order Under 11 U.S.C. §§ 102(1) and 105 and Fed. R. Bankr. P. 2002(m), 9006, 9007, and 9014 Establishing Omnibus Hearing Dates and Certain Notice, Case Management, and Administrative Procedures, entered March 20, 2006 (Docket No. 2883) (the "Supplemental Case Management Order") and the Amended Eighth Supplemental Order Under 11 U.S.C. §§ 102(1) and 105 and Fed. R. Bankr. P. 2002(m), 9006, 9007, and 9014 Establishing Omnibus Hearing Dates and Certain Notice, Case Management, and Administrative Procedures, entered October 26, 2006 (Docket No. 5418) (together with the Supplemental Case Management Order, the "Case Management Orders"), (c) be filed with the Bankruptcy Court in accordance with General Order M-242 (as amended) – registered users of the Bankruptcy Court's case filing system must file electronically, and all other parties-in-interest must file on a 3.5 inch disk (preferably in Portable

Document Format (PDF), WordPerfect, or any other Windows-based word processing format), (d) be submitted in hard-copy form directly to the chambers of the Honorable Robert D. Drain, United States Bankruptcy Judge, and (e) be served upon (i) Delphi Corporation, 5725 Delphi Drive, Troy, Michigan 48098 (Att'n: General Counsel), (ii) counsel to the Debtors, Skadden, Arps, Slate, Meagher & Flom LLP, 333 West Wacker Drive, Suite 2100, Chicago, Illinois 60606 (Att'n: John Wm. Butler, Jr.), O'Melveny & Myers LLP, 1625 Eye Street, NW, Washington, DC 20006 (Att'n: Tom A. Jerman), and Groom Law Group, Chartered, 1701 Pennsylvania Avenue NW Washington, DC 20006 (Att'n: Lonie Hassel), (iii) counsel for the agent under the postpetition credit facility, Davis Polk & Wardwell, 450 Lexington Avenue, New York, New York 10017 (Att'n: Donald Bernstein and Brian Resnick), (iv) counsel for the official committee of unsecured creditors, Latham & Watkins LLP, 885 Third Avenue, New York, New York 10022 (Att'n: Robert J. Rosenberg and Mark A. Broude), (v) counsel for the official committee of equity security holders, Fried, Frank, Harris, Shriver & Jacobson LLP, One New York Plaza, New York, New York 10004 (Att'n: Bonnie Steingart), (vi) the Office of the United States Trustee for the Southern District of New York, 33 Whitehall Street, Suite 2100, New York, New York 10004 (Att'n: Alicia M. Leonhard), and (vii) counsel to the IUE-CWA, Kennedy, Jennick & Murray, P.C., 113 University Place, 7th Floor, New York, New York 10003 (Att'n: Thomas Kennedy) in each case so as to be **received** no later than **4:00 p.m. (prevailing Eastern time)** on **August 13, 2007** (the "Objection Deadline").

PLEASE TAKE FURTHER NOTICE that only those objections made as set forth herein and in accordance with the Case Management Orders will be considered by the Bankruptcy Court at the Hearing. If no objections to the Motion are timely filed and served in accordance with the procedures set forth herein and the Case Management Orders, the Bankruptcy Court may enter a final order granting the Motion without further notice.

Dated: New York, New York
August 6, 2007

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& FLOM LLP

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EXHIBIT I

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Delphi Corporation
Special Parties

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United Steelworkers Of America	General Counsel	Five Gateway Center		Pittsburgh	PA	15222	

8-10 Pg 23 of 24
Delphi Corporation
Union List

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